

CHARGE OF DISCRIMINATION		AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER 221A00543
This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.			
<u>Ohio Civil Rights Commission</u> <i>State or local Agency, if any</i>		and EEOC	
NAME (Indicate Mr., Ms., Mrs.) Mr. Andre Tucker		HOME TELEPHONE (Include Area Code) (513) 891-9657	
STREET ADDRESS 3727 Zinsle, Cincinnati, OH 45213		CITY, STATE AND ZIP CODE DATE OF BIRTH 01/29/1977	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME Columbia Motors, Inc.		NUMBER OF EMPLOYEES, MEMBERS Cat A (15-100)	
STREET ADDRESS 10891 Montgomery Road, Cincinnati, OH 45242		TELEPHONE (Include Area Code) (513) 489-2000	
CITY, STATE AND ZIP CODE COUNTY 061		TELEPHONE NUMBER (Include Area Code)	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))		DATE DISCRIMINATION TOOK PLACE	
<input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)		EARLIEST LATEST 09/30/1999 06/05/2000 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):			
<p>I. I am Black. From September, 1999 through June, 2000, I was subjected to a racially hostile work environment. I complained to Bob Branigan (White, Service Manager) as early as October, 1999 about the problem. On February 22, 2000, I was discharged. On February 24, 2000, I was reinstated. I was terminated a second time on or about June 5, 2000.</p> <p>II. Karl Stewart (White, Vice-President) discharged me for verbally threatening a co-worker, in violation of the company's harassment policy.</p> <p>III. I believe I have been discriminated against because of my race in violation of Title VII of the Civil Rights Act of 1964, as amended. White employees who violate the company's harassment policy were not disciplined as specified by the policy.</p>			
<input type="checkbox"/> I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the foregoing is true and correct.		NOTARY (When necessary for State and Local Requirements) <i>Howard Hawkins, EEOC</i> I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT <i>Andre Tucker</i> 7-20-00 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Month, day and year) 7-20-00	
Date 7		Charging Party (Signature)	

